



The Kubota Group aims to increase the satisfaction of its various stakeholders and enhance its corporate value by implementing the PDCA cycle in each category.

For more details, please see the Full Report version on our website.
www.kubota.com/report/

Coexistence with Society

—Creating Employment for People with Disabilities × Utilizing Idle Farmland × Hydroponic Cultivation

Kubota manages a special subsidiary, Kubota Sun-Vege Farm Co., Ltd., which is building green houses on idle farmland to grow lettuce, spinach, and other Japanese green leafy vegetables using hydroponic cultivation.

The company currently employs 16 people with disabilities, cooperating with other Group companies to create employment and vibrant workplaces with cheerful workers.



voice

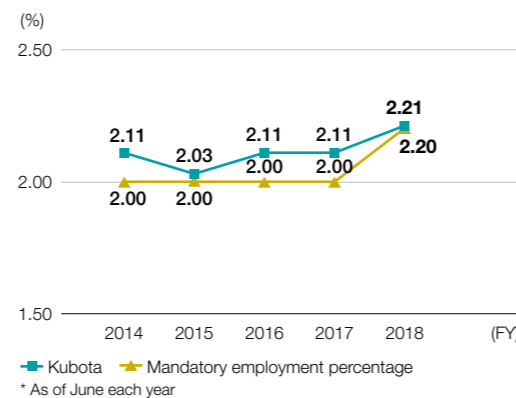
Now in My Seventh Year in the Company

I am engaged in harvesting and planting seedlings for hydroponically cultivated vegetables.
 We will continue to prioritize safety and health, working with care and accuracy to produce delicious vegetables to be enjoyed by everyone.



Ryota Shibano
 Growing Team
 Kubota Sun-Vege Farm Co., Ltd.

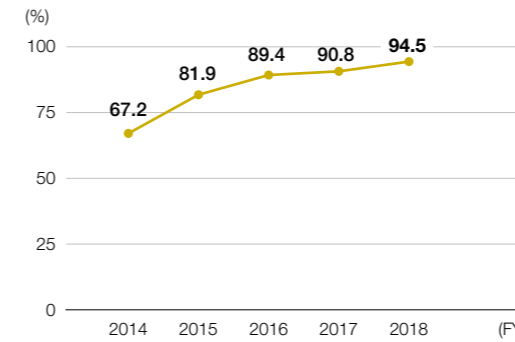
Trend in percentage of employees with disabilities (Applicable Kubota Group Companies in Japan)



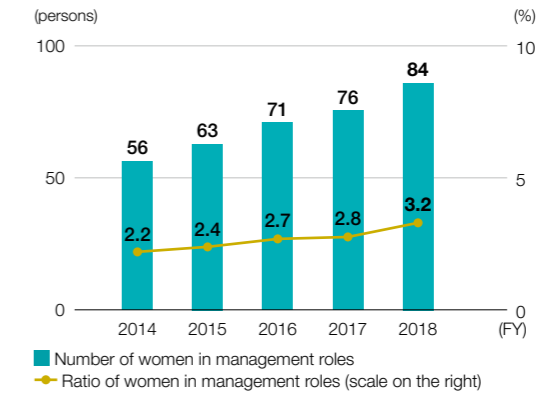
Creating Comfortable, Motivated Workplaces

The Kubota Group promotes the creation of comfortable and motivated workplaces where its employees can not only work safely and securely but also feel pride and joy in their work.

Trend in the percentage of employees taking annual paid leave (Kubota Corporation)



Trend in number of women in management roles (Kubota Corporation)



Pursuit of Customer Satisfaction

R&D

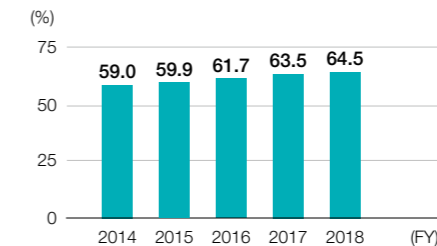
To provide customers throughout the world with impressive products, Kubota is clarifying the roles of its R&D sites and expanding its global R&D system with Japan as its hub.



Services

To enable the provision of an appropriate maintenance service for each customer, Kubota holds contests in which employees compete in terms of service skills and solution proposals, and conducts customer satisfaction surveys.

Customer satisfaction survey* (July 2017 – June 2018)



Production

Kubota promotes initiatives to establish a global production system and to deploy the Kubota Production System (KPS) at each production site.



Developing the Next Generation

Participation in an agricultural support project in Thailand

SIAM Kubota Corporation Co., Ltd. (Thailand) is participating in a project led by Her Majesty the Queen of Thailand to improve the food environment in economically poor regions along the border with neighboring countries (Cambodia, Laos and Myanmar) by creating fields and engaging in aquaculture in local schools.



Exchanges with local community and youth through corporate sporting events

Kubota manages the Kubota Spears, a rugby team based in Funabashi, Chiba. Having concluded a hometown agreement with Funabashi City in 2017, the team aims to contribute to the development of youth and revitalization of the local community through rugby.



Response to Asbestos Issues

Kubota takes very seriously the fact that some residents and employees living in proximity of the former Kanzaki Plant have developed asbestos-related diseases. From the perspective of fulfilling our social responsibility as a company that previously handled asbestos, we will continue to address this issue with the utmost sincerity.

For details please see:
www.kubota.co.jp/kanren/
 (only in Japanese)